



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
950 JEFFERSON AVENUE
FORT EUSTIS, VIRGINIA 23604-5700

February 3, 2017

Dr. Michael Wartell
Chair, Army Education Advisory Committee
950 Jefferson Avenue
Fort Eustis, VA 23604-5726

Dear Dr. Wartell:

I request Army Education Advisory Committee (AEAC) conduct an independent assessment of the U. S. Army Training and Doctrine Command's (TRADOC) implementation of Army policy on military service of Transgender Soldiers. The assessment should be guided by the Terms of Reference (TOR) described below.

Background. In July 2015, the Secretary of Defense (SECDEF) directed the Department of Defense (DoD) to identify practical issues related to the open service of transgender Americans in the military, and to develop implementation plans addressing those issues in manner consistent with military readiness. On June 30, 2016, SECDEF announced that transgender individuals will now be able to openly serve in the U.S. armed forces.

The policy is being phased in during a one-year period. Over the next several months (November 2016 – June 2017), detailed guidance and training materials will be issued and the Services will conduct training to commanders, medical personnel, human resources specialists, recruiters, and the operating forces. Each branch of the armed services will implement new policies affecting recruiting, housing and uniforms for transgender troops. Full implementation will occur by July 1, 2017. Two years after the implementation, the DoD will review the policy and update it based on the lessons learned during the implementation process.

Issues for the Terms of Reference: Every decision has second and third order consequences, i.e., outcomes that are different than the first desired. For this reason, I am asking the AEAC to conduct a "what might happen" assessment of the implementation policy to anticipate and identify potential indirect effects that may occur. The Committee is to consider the TOR as a guideline. You may wish to expand the assessment to issues the committee deems necessary or required to support the effort. Modifications must be addressed by you and with the Combined Arms Center, G-3/5/7 and Army University. The assessment should be guided by, but not limited to the following:

a. Review the following reference material: SECDEF Directive memo to Secretaries of Military Departments, "Military Service of Transgender Service Members"; DoD Instruction 1300.28, June 30, 2016, In-Service Transition for Transgender Service Members; Commander's Handbook for Transgender Policy Implementation; Army Directive 2016-35, "Army Policy on Military Service of Transgender Soldiers; RAND's Report: Assessing the Implications of Allowing Transgender Personnel to Serve Openly; SPARTA's Report: Transgender Military Service: A Guide to Implementation; and TRADOC's implementation policy.

b. After review and analysis of reference material, determine and identify what potential 2nd and 3rd order effects may occur.

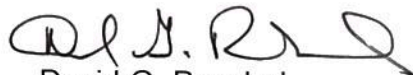
c. Determine the impacts, and if negative, predict if the Army can mitigate these negative ramifications.

Sponsor and Study Support. The U.S. Army Combined Arms Center, G-3/5/7 will serve as the sponsor of this effort with support provided by Army University. The point of contact and individual responsible for administrative support to the AEAC members, to include coordination of meeting dates/times and location, logistical, and clerical assistance, is COL Paul Reese, (913) 684-0012 or paul.p.reese.mil@mail.mil.

Duration. The AEAC will receive periodic updates on policy progress. On conclusion of the assessment, the committee will make recommendations and/or provide key information and materials to help the Army understand the implications of those effects. The AEAC will prepare a report describing analyses conducted, the process by which the AEAC used to reach its conclusions, and the AEAC Members' recommendations.

Special Provisions: The Committee will operate in accordance with the provisions of the Federal Advisory Committee Act, the DoD Federal Advisory Committee Management Program, and the Army's Committee Management Program.

Sincerely,

A handwritten signature in black ink, appearing to read "D. G. Paschal", with a stylized flourish at the end.

David G. Paschal
Acting Deputy G-37, Training